

Governor praises commission efforts to protect highway

"We are preserving something that is unique," said Gov. Vic Atiyeh in reference to the Transportation Commission's efforts to protect the old Columbia River Highway.

The governor's comments came at a picnic lunch at Guy Talbot State Park in the Columbia Gorge following a tour of a portion of the scenic highway. Earlier, the governor had attended the October commission meeting in Hood River.

At the meeting in the Columbia Gorge Hotel, the commission approved the nomination of the old Columbia River Highway to the National Register of Historic Places. The register is the federal government's official list of historic properties considered worthy of preservation.

"I am grateful for the work of the commission and the department in preserving this highway," Atiyeh said after the commission voted to approve the nomination.

A slide presentation, developed and presented by Dwight Smith, architectural and engineering historian for the Highway Division's Environmental Section, followed the official business of the meeting. The slides depicted scenes from July 6, 1915, the official opening of the Columbia River Highway, the first major paved road in the Pacific Northwest.

Dave Powers, Parks Division historic preservation officer, explained to the commission the process involved in nominating the highway to the national register. The nominated section includes almost 74 miles of highway through Trout-

dale, Cascade Locks, Hood River, Mosier and several unincorporated communities.

Cam Gilmore, Environmental Section manager, said the nomination includes portions of five state parks. He also said the nomination will qualify the highway for federal funds for restoration and preservation.

In addition to the governor, the commissioners, department officials and other interested parties toured the highway. Mike Stovall, Metro maintenance engineer, and Frank Stiles, Parks Region 1 supervisor, pointed out work by both divisions along the highway.

The tour included a stop at Vista
Continued on page 5

Study planned

Preservation program established

Protecting historic and scenic highways and highway-related structures is the goal of Senate Bill 643, passed by the 1983 Legislature.

To comply with the bill, ODOT has established a historic preservation program and put Roberta Young, previously a land-use coordinator, in charge.

The bill directs the Transportation Commission to conduct a study of the historic, scenic and cultural values of the state highway system and to appoint a citizen advisory committee to advise the commission on the study.

The study will identify and evaluate areas of the highway system and will designate highways, portions of



The old Columbia River Highway will be nominated to the National Register of Historic Places, an action approved by the commission at its October meeting. The nomination will qualify the scenic highway for federal restoration and preservation funds. ODOT has established a program to help ensure protection of historic and scenic highways and highway-related structures throughout the state.

highways, or related structures as historic or scenic.

Young said a task force has been appointed to help develop criteria to be used in designating historic structures and to provide technical assistance. Larry Jacobson and Dave Powers of the Parks Division, and Gary Potter, John Sheldrake and Pieter Dykman of the Highway Division make up this group.

The task force will recommend people for the advisory committee to the Transportation Commission.

Young said two approaches for studying the state's highway system are being considered. One would evaluate the entire state and then break it down into sections. The

second would break the state down initially and inventory one section at a time.

Either approach will involve the Highway and Parks region personnel and local government officials, Young said.

Recommendations for structures to be designated will come to the commission and then be sent to the Legislature for final approval. Young said she hopes to have one or two portions of the state inventoried by the next legislative session.

Designation of highways and highway-related structures will help ensure their preservation and protection, Young said.

Public gives good reviews to 6-year plan

The Highway Division has completed one of the most successful series of public meetings ever held on the Six-Year Highway Improvement Program, said Gary Potter, Program Section manager.

Some 1100 citizens and local officials attended the meetings held around the state during September and October. That was a sharp increase over the previous meetings held two years ago.

Potter said not only was the turnout impressive, but the public reaction was generally good regarding the Highway Division's approach to maintaining and improving the highway system.

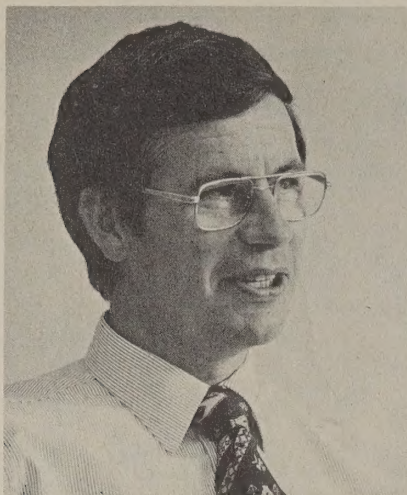
"I think people are beginning to learn what the six-year program is all about," he said. "They've
Continued on page 3



Two members of the Portland Drawbridge crew work on the Interstate Bridge. The crew, supervised by James Wyzard, has one of the best safety records in the department, with more than 600,000 consecutive hours without an injury. The ODOT safety awards program honors crews and individuals in several ways. Story page 4.

Director's Corner

Fred Miller



Last month, several of us attended the annual meeting of the American Association of State Highway and Transportation Officials (AASHTO) in Denver. Such meetings provide an opportunity to reflect on our own department and our aspirations for it.

In an informal discussion, I indicated that one of my goals was to see the Department of Transportation viewed as the most effective agency in state government and one of the most successful Departments of Transportation in the nation. A number of things happened during the past month that lead me to believe we are achieving this goal.

Paul Burket, Aeronautics administrator, was presented the AASHTO President's Award for his outstanding contribution in aeronautics for the past year. He was also named "Pilot of the Year" by the Oregon Pilots Association earlier this year.

We received three awards for excellence in design and construction of the I-205 bridge.

We received a first place award from Keep America Beautiful, Inc. for our litter control program.

At a meeting for state agency administrators regarding telecommunications, DOT was cited as a model for other departments to follow in our "Office of the 80s" Committee.

The director of the Idaho Department of Transportation and four staff members visited our DMV office to learn how we handle titling and registration. They recognize Oregon as a leader in this area.

At AASHTO, several of our employees were singled out as being exceptional performers on national transportation issues. Denny Moore, Public Transit administrator, was mentioned for his contribution to the Public Transit Committee and for his efforts in getting federal legislation passed. Loyd Henion, planning section, and his staff were cited for outstanding work on the question of cost responsibility and highway taxation. Their research was distributed to all states.

At the Transportation Commission meeting in Hood River, the governor and his wife and a number of legislators and local officials were present. Parks and Highway employees did a fine job of arranging the meeting and showing the department's efforts in maintaining the integrity and beauty of the old Columbia River Highway and the parks system. There was a very positive impression left, not only of the scenery and of the old highway, but also of the strength of our employees in getting the job done.

Finally, I heard comments from the governor's office about the department's ability to respond rapidly and effectively to requests and its ability to get problems solved before they get out of hand.

It helps us in lots of ways when we are perceived as successful. You can all share some pride in our image. Let's continue to make the coming months as positive as the past one.



Dick Nelson, east Portland maintenance section supervisor, shows off a blue ribbon he won for his "entry" in the Harvest Jamboree Parade in Parkrose. Parade officials presented the ribbon to Nelson, who monitored traffic on Sandy Boulevard when the Banfield Freeway closed down the same day Sandy had to be closed for an hour to accommodate the parade.

Highway employee has a blue-ribbon Saturday

When Dick Nelson went to work one Saturday in September he really didn't expect to come home with a blue ribbon.

Nelson, east Portland maintenance section supervisor, monitored traffic on Sandy Boulevard when the Banfield Freeway was closed for a 39-hour stretch late in September. Sandy Boulevard was one of several alternate routes the Highway Division had established for motorists wanting to get across town.

The annual Harvest Jamboree

parade in the Parkrose area required a portion of Sandy Boulevard to be closed for about an hour that Saturday. This gave Nelson an extra traffic problem to handle.

So, he did his best to move the extra traffic through the area and ensure a smooth-running parade. As the procession came to an end, Nelson followed the final float in his state pickup.

The parade organizers must have been pleased with his efforts because they awarded him a second place blue ribbon.

Public Affairs, Highway to trade spots

Highway Division administration and ODOT Public Affairs will trade office spaces on the first floor of the Transportation Building, probably during December.

The move is prompted by the transfer of the Travel Information Section to the Department of Economic Development in early October, leaving Public Affairs with surplus space.

In addition, State Highway

Engineer Scott Coulter has wanted for some time to have his three main assistants closer to his office, but there wasn't room to expand in the present location.

Some remodeling of both spaces will be necessary. That work is expected to begin this month.

Public Affairs will staff the building's information window, which will be located to the left of the main entrance.

Letters

Friendly and caring attitude

Arthur Shelley, chief weighmaster:

We were traveling through your area and had some car problems. We were given assistance by a trucker name Mel and a gentlemen at the weigh station named Daryll Shearer.

Both of these men went out of their way to protect us and give help, and we think you should be aware of this kindness.

If all the public service people are like Mr. Shearer, you are very lucky people.

We are looking forward to returning to your area because of the friendly and caring attitude in your state.

Thank you Oregon for not only being beautiful, but for being so thoughtful.

Mr. and Mrs. Bill Thompson
Cupertino, Calif.

EDITOR'S NOTE: Daryll Shearer is a weighmaster at the Ashland Port of Entry.

Oregon excels

Transportation Department:

We recently had occasion to spend two weeks traveling through your state on the way to and from Washington and Canada.

During our time in Oregon, we spent time in Collier State Park, Fort Stevens (State Park) and Catherine Creek (State Park), and in multiple roadside rest areas.

I would like to compliment you on the cleanliness of all the facilities we used. The personnel with whom we came in contact were superior in their attitudes and handling of the weary traveler.

All in all, we greatly enjoyed what Oregon had to offer the person who travels by van and felt it was necessary to let our feelings be known. Oregon's provision for the camper exceeds most other areas we have experienced and is greatly appreciated.

Maurine Richards
Boulder City, Nev.

Weighmaster stops to help

Arthur Shelley, chief weighmaster:

This letter is in appreciation of Charles Parker's conscientious performance of his duty as a transportation official.

On the night of Aug. 25 my car broke down on Highway 30 between the two St. Johns bridge approaches. Fortunately, Mr. Parker, who was on his way to the weigh station outside of Scappoose, stopped and helped me move the car out of the line of traffic, get to a phone, and home safely. If he had not been passing by, I would have had to walk a mile and a half to the nearest phone.

His kindness and concern for my welfare were greatly appreciated. I felt a letter of thanks and the recognition of a job well done was warranted.

Dana M. Field
Scappoose

EDITOR'S NOTE: Charles Parker is a weighmaster in Milwaukie.



Oregon Department of Transportation
An Equal Opportunity Employer
Oregon Transportation Commission

Anthony Yturri
Peter J. Brix
N. B. Giustina
Robert F. Dwyer
Sam Naito

Director
Fred Miller

George Bell
Assistant Director for
Intergovernmental and
Public Affairs

Dena Minato
Managing Editor

John Davenport
Graphics

Marge Doane
Word Processing

Published by:
The Office of Public Affairs
104 Transportation Building
Salem, Oregon 97310
Phone: 378-6546



Rachel Watilo finishes a job for the Word Processing Unit on a microcomputer installed in her home. She is the first ODOT employee to use computer technology to work at home.

'Best of both worlds'

Work-at-home trial proves successful

When Rachel Watilo gets up in the morning to go to work she doesn't have to go very far.

She is ODOT's "guinea pig" in a six-month experiment with home work stations. Using a Kaypro microcomputer installed in her south Salem home, Watilo types letters, memos and other jobs and sends the work to the department's Word Processing Unit via telephone.

"Rachel just fell into our laps," said Jean Hardin, Office of the 80s coordinator. The department wanted someone for the experiment, and Watilo had just resigned from the Design Unit so she could spend more time with her family.

"When I was approached with the idea of working at home part-time, it was like a dream," Watilo said. She trained for several weeks on the computer before starting the job in September.

Hardin said one of the biggest concerns in establishing a home work station was finding the right person. "It had to be someone who was a self-starter, who was dependable and could get the work done,"

she explained.

"Rachel is perfect," she added. "She learns quickly, and she's fast and accurate."

Watilo doesn't need an office environment to be motivated to work. "If there is work to be done, I do it," she said.

Hardin and Watilo agreed that a person actually can be more efficient away from the continual interruptions of an office.

A large portion of her work so far has been transcribing tapes of meetings, something Watilo thinks would take three times as long in a busy office.

Both women are excited about the work-at-home concept and feel the few problems they've experienced have been minimal compared to the benefits.

No commuting

"I get to spend more time with my children," said Watilo who has two teen-age daughters. She can adjust her hours to attend a day-time school activity with one of her children or participate in a club or community function.

"And, I save an hour a day in commuting time," she said, adding that her working at home means the family won't have to buy a third car.

Hardin pointed out the major benefit to the department. "We get an employee who is excited about her work, an employee with high morale and one who is very productive."

A shuttle delivers jobs to Watilo. She then types rough drafts and sends them to the Word Processing Unit for editing and printing.

Soon, a dictation system will be hooked up to Watilo's telephone so people can call in with jobs.

Both Watilo and Hardin expressed great confidence in the experiment. "We want it to work, and we're doing everything we can to have the project succeed," Hardin said.

"We would like to see it expanded," she said, adding that the project will be evaluated after six months. "At the very least, we want to keep Rachel."

That sounds good to Watilo, who likes being at home and likes working. As Hardin put it, "It's the best of both worlds."

Workshop explores minority topics

Making supervisors aware of cultural differences is a major focus of an affirmative action workshop offered in the Highway Division's Metro Region.

Larry Macnab, the region's affirmative action officer, said "Managing the Changing Work Force" is a two-day session team-taught by minority instructors.

"The instructors are effective because they teach from the viewpoint of a manager and a minority," said Macnab. Topics include cross-cultural communications, cultural learning, management theory and leadership development.

Macnab said one of the most interesting parts of the workshop is a simulation exercise designed to illustrate the difficulties one encounters when trying to integrate into an unfamiliar culture.

Half the region's maintenance supervisors completed the workshop last June. Two more sessions are scheduled this month, one for the rest of the maintenance supervisors, and one for the office engineering supervisors and project managers.

The decision to offer the workshop followed an affirmative action goal-setting exercise in the region

last December. Macnab and others involved realized that recruitment of minority applicants was a major problem and some training of supervisors was needed.

"We think the first workshop was valuable," he said. Fifteen of the 17 participants agreed with that judgment on written evaluations handed in afterwards.

Macnab said the region had 3 percent minority employment at the beginning of this year and now has 7.8 percent. He feels the workshop was an important factor in the region's ability to retain newly recruited minority employees.

"This is not an end to our affirmative action efforts here," he added. Next year, he wants to offer similar workshops focusing on recruitment and promotion of women.

"We would like to see similar affirmative action training in other regions and divisions within the department," said Vicki Nakashima, civil rights manager.

Rideshare transfer approved

ODOT received approval last month from the Legislative Emergency Board to transfer the Rideshare Program from Public Affairs to the Public Transit Division.

The energy-related program was interrupted earlier this year when Energy Information Officer Doug Roberts resigned to take a similar job in Clark County Washington.

Plans are underway to seek a new information officer, an infor-

mational representative III, through the open recruitment process. Jack Graham, of the ODOT planning section who calls himself the "interim caretaker" of the Rideshare Program, said Public Transit hopes to have the details worked out, a person hired and the program resumed by March or April of next year.

Graham developed the original ODOT carpool program in 1974 and was its first manager.

Public gives

Continued from page 1
learned that the Transportation Commission puts a lot of faith in it, and they've learned that providing only negative comments is the wrong approach."

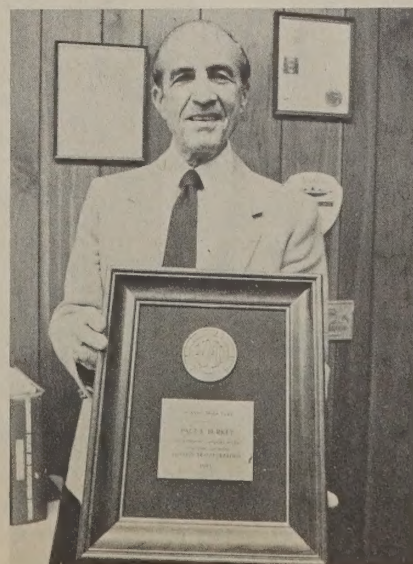
The six-year program meetings are part of a two-year update of the program, which covers highway construction and repair plans through 1989. The Transportation Commission will adopt a final plan

early next year.

"Local people reacted positively to the program," Potter noted.

He credited the department's increased efforts to promote public participation for the unusually high turnout at the meetings.

A Transportation Commission-Highway Division workshop to incorporate public priorities in the plan was scheduled to take place during VIA press time.



Paul Burket

Burket wins national award

Paul Burket, Aeronautics Division administrator, recently received a national aviation award.

He won the 1983 President's Modal Award for his work in furthering aviation transportation. The announcement came last month at the annual meeting of the American Association of State Highway and Transportation Officials.

Burket, Aeronautics administrator since 1972, belongs to the American Association of Airport Executives. The Transportation Commission last month recognized him for his award.

Four-step process helps state's problem drivers

The following is part of a series describing the different functions of units and sections in the various divisions within ODOT.

With nearly two million licensed drivers in the state, it's not surprising that the Motor Vehicles Division has to deal with some problem drivers.

The unit that works with drivers who can't seem to avoid violations and accidents is the Driver Improvement Unit. Supervised by Nita Wood, this eight-person unit carries out a program begun in 1948.

Wood explained that the division monitors computer records of all licensed drivers. When an individual appears to be developing a driving problem, the computer alerts the unit, and the four-step Driver Improvement Program begins.

Warning letter stronger

First, an advisory letter is sent to any driver who has had two traffic violations or accidents within one year. "This letter tells the person there is a problem he should be aware of," Woods said.

If that driver has another accident or receives another violation within six months, or two within a year, he or she moves to the second step and gets a warning letter. This letter indicates that the Motor Vehicles Division is looking more seriously at the driver's problem and may take action, Wood said.

Drivers failing to improve after this step will be required to participate in a driver improvement interview, the program's third step. Again, one violation or accident within six months or two in a year initiate this process.

At this step, the problem driver meets with one of the unit's driver improvement counselors. Two counselors are stationed in Salem, one in Portland and one in Medford. Each travels throughout the state.

"The counselors have several

options for dealing with the driver's problems," Wood said. Counselors may refer the individual to a specialist for marital, family or alcohol counseling.

"Problems in these areas do affect driving," Wood emphasized.

Other options include requiring a license re-examination, putting the driver on probation, or sending the person to driver school.

When choosing the latter option, counselors usually send the driver to the National Safety Council's defensive driving course. Occasionally, drivers go to the National Traffic Safety Institute's driving course. The driver must pay for either of these eight-hour courses.

The final step, and last resort, is license suspension. Wood said under the Driver Improvement Program licenses can be suspended for up to one year.

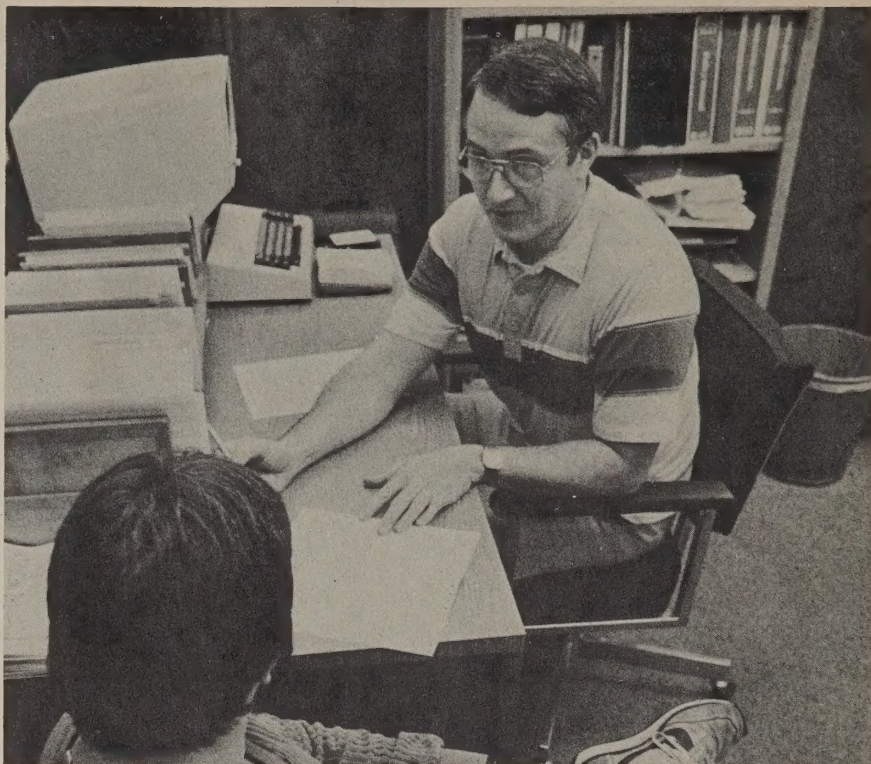
In 1982, this program went through some changes, "to make our approach more personal," Wood said. The second step was added, and counselors were given more options to solve the individual problems drivers face.

One goal Wood has for the program is to offer more counselor training. This has been difficult in the past because few institutions offer training specifically for driver improvement counselors.

Program makes a difference

Developing an automated system for evaluating the program is another goal. "We want to be able to determine if we are cost-effective, if we are accomplishing our goals, and if we are reducing accidents," she said.

Statistics from 1982 indicate that the program does make a difference. That year, the unit sent out approximately 36,000 advisory letters and 10,000 warning letters. Counselors interviewed 3,600 individuals, and the unit suspended about 1,000 licenses. So, at each step along the way, the number of problem drivers decreased.



Brad Knapp (right) is one of four driver improvement counselors with the Motor Vehicles Division. Counseling is the third step in the division's program for problem drivers.

Promoting safety

Crews, individuals honored

The Portland Drawbridge crew has worked more than 600,000 consecutive hours without a time-loss injury, one of the best safety records in the department.

Dave White, manager of the Safety and Health Section, explained that the safe-working awards presented to the drawbridge crew and other crews with good records are one phase of the ODOT safety awards program. Safe-driving and individual safety honors also are given.

The safe-working program began in 1974 in the Highway and Parks divisions. White said it has two main purposes: to recognize crews with good records and to provide an incentive to return to work after an injury.

He said the awards are based on the number of consecutive hours a crew works without a time-loss injury, defined as a work-related injury which causes an employee to lose a full shift.

Crews earn plaques beginning at 50,000 hours and at every 50,000-hour point beyond that. Crews with 150,000 hours or more receive their plaques at a dinner. At 250,000, 350,000, 500,000 and every 100,000 hours beyond that, crew members receive a mug with the crew number and department logo on it.

White said the crews with fewer than eight members are evaluated on years worked rather than hours. Awards are given in three-year increments.

"Only the Highway and Parks field crews are eligible for these awards because they are exposed to greater hazards than other crews," White said.

Highly coveted award

Safe-driving awards are presented every fall to section maintenance crews. The program, which began in 1964, honors one crew in each of five types of locations: major mountain pass, snow region, rural east, rural west and urban.

A point system based on the lack of preventable accidents, miles driven and placement on the honorable mention list in years past determines the annual winners.

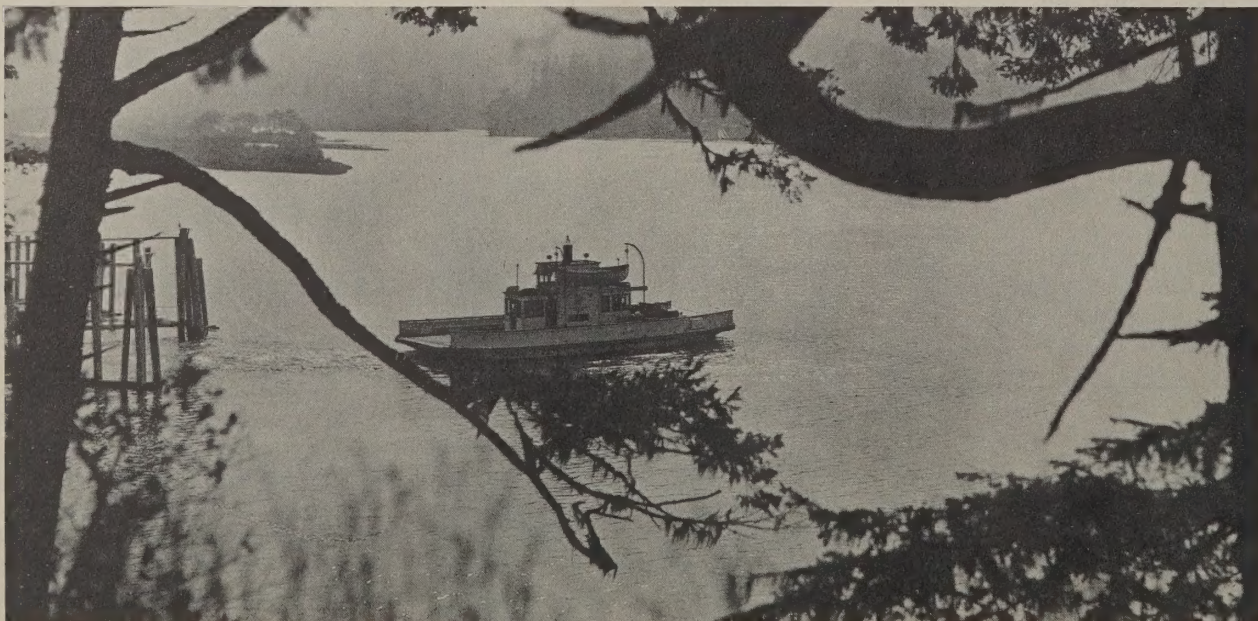
"This is a highly coveted award," White said. "It is very difficult to obtain." Winners receive a plaque.

This year, similar awards will be presented for the first time by the Parks Division.

Individual safety awards include the annual safe driver certificates given to an employee who must drive approximately 50 percent of the time as part of his or her regular duties and does so without a preventable accident. Hard hat decals are presented to employees who work all year without a time-loss injury.

Finally, field crew employees who have worked for 10, 20, 30 or more consecutive years without a job-connected time-loss injury or occupational illness are presented with special awards. At 10 years, an employee receives a belt buckle or key chain, at 20 a pocket knife, and at 30 or more a windbreaker.

Way Back When



The Rogue River Ferry leaves Wedderburn heading south for Gold Beach in this photo, taken about 1929. The ferry, one of two operating at that time in southwestern Oregon, transported cars and people across the river until the Rogue River Bridge was completed in December 1931. Between 1928 and 1930, the state spent about \$25,000 to operate the ferry.

Meeting, touring, picnicking in the gorge

Continued from page 1

House on Crown Point to view the restoration work done by the Parks Division and Friends of Vista House.

In other business at the meeting, the commission:

- Heard a report from Beth Mulcahy, field representative for Public Transit, on the Hood River County Rural Transportation Project. Public Transit contributes \$5,000 annually to fund transportation costs of the Columbia Gorge Rehabilitation Center, an employment training facility for mentally retarded adults.

- Approved a boundary agreement between the Parks Division and property owners in the Harborton Keys area, south of Newport. The agreement concedes 22 acres to the property owners, while Parks obtains 25 acres of accretion (built-up sand) and 30 acres of ocean shore land.

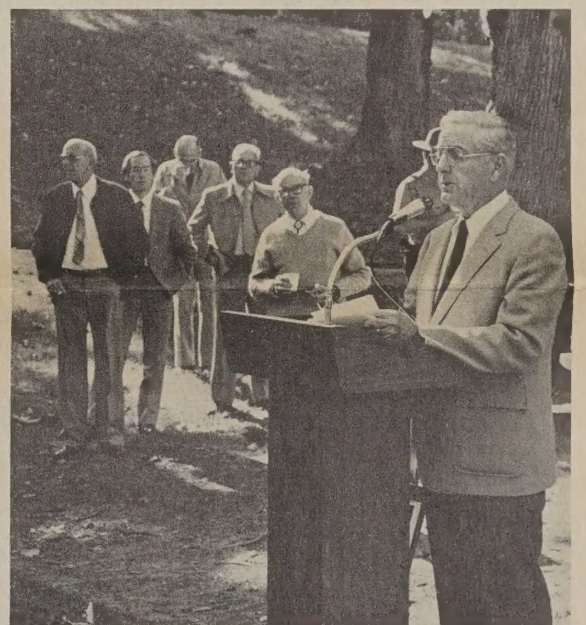
- Heard a report from Ed Hardt, Metro engineer, on the search for a suitable site for a proposed port of entry on I-84. Sites in Troutdale, Wyeth, Hood River and The Dalles are being considered.



Tony Yturri, Transportation Commission chairman, leads Rep. Jane Cease, Richard Pfilf, Mt. Hood National Forest supervisor, and Sharr Probaska, president of the Historic Preservation League of Oregon, in the buffet line at a picnic lunch jointly prepared by Parks Division personnel and Vista House volunteers.



Hood River's Columbia Gorge Hotel, built in 1920-21, provided an appropriate setting for the October commission meeting. A special report on the old Columbia River Highway and the commission's approval of the highway's nomination to the National Register of Historic Places highlighted the meeting's agenda.



Gov. Vic Atiyeh, speaking at Guy Talbot State Park after touring a portion of the scenic Columbia River Highway, praises the commission's efforts to preserve the old highway.



Frank Stiles (bottom, center), Region 1 Parks supervisor, describes the restoration work completed over the past few years at Vista House on Crown Point. The Parks Division has restored the stained-glass windows,

and Friends of Vista House volunteers have cleaned, painted, replaced a basement ceiling and restored the lighting. Vista House was built during 1915-17.



Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

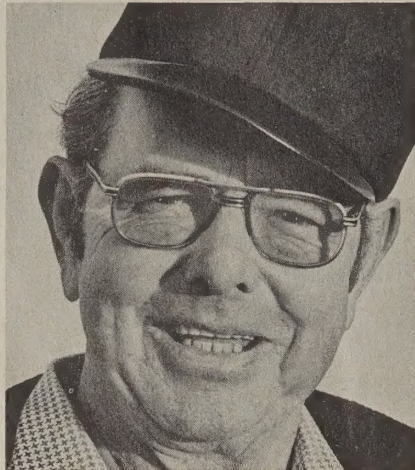
CANDID COMMENTS

The end of the year means retirement to many ODOT employees. VIA asked 10 "veteran" retirees for their suggestions on preparing for and adjusting to retirement.



ELITA HAFTER, HWY
Ret. 1982, Secretary, Bend

Have ideas on things you want to do such as hobbies, travel and volunteer work. Have your finances in order as much as possible. And, get mentally adjusted for a whole new way of living and know you're going to enjoy it.



JULIAN CALZACORTA, HWY
Ret. 1982, HMW 2, Ontario

One suggestion I have would be not to have a lot of payments or anything like that. And, stay active. I stay busy at home, and I'm getting ready to go on a trip. You could be golfing, bowling or fishing. People should enjoy themselves.



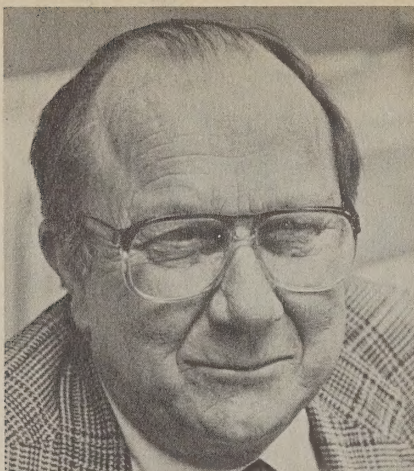
MELVIN LARKINS, DMV
Ret. 1980, Office Mgr., McMinnville

I suggest that they be well-prepared by getting finances in order and having homes paid for. By all means, plan something to take up your time. Do some traveling, and after that do volunteer work with an organization or a hospital. Or, maybe do political volunteer work.



MILDRED DeARMOND, HWY
Ret. 1977, Clerical Specialist, Salem

The department should give a few very short seminars every so often to provide more information about retirement. This should be done in small groups where people can ask questions. After retirement, keep busy and keep circulating.



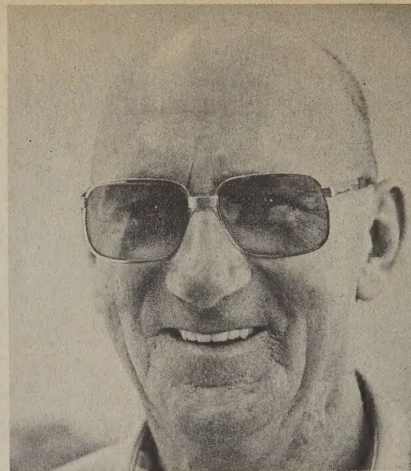
ROY RAASINA, AERO
Ret. 1983, Airports Manager, Salem

Prior to retirement, have or develop other interests besides employment. And, develop a retirement income that will be compatible with your retirement interests and activities.



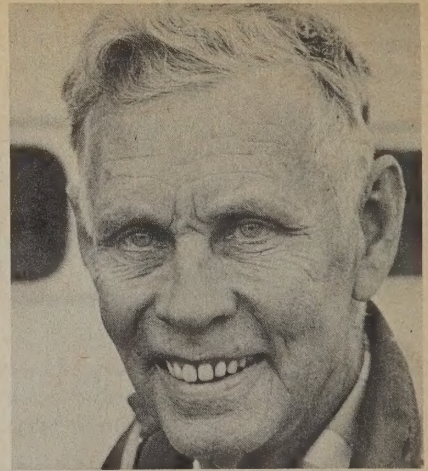
LOIS LALONDE, DMV
Ret. 1981, Clerical Specialist, Salem

Be sure you have a good income. People should start thinking about retirement when they are younger. Have hobbies--both inside the home and outside--to rely on. Doing volunteer work is a possibility.



BOB WALLING, HWY
Ret. 1982, HE 1, Astoria

A person should start making plans eight or 10 years before retiring. Develop several hobbies--some you can do by yourself and some to do with other people. You're going to have quite a bit of time, and you can't sit in a rocking chair in front of the television.

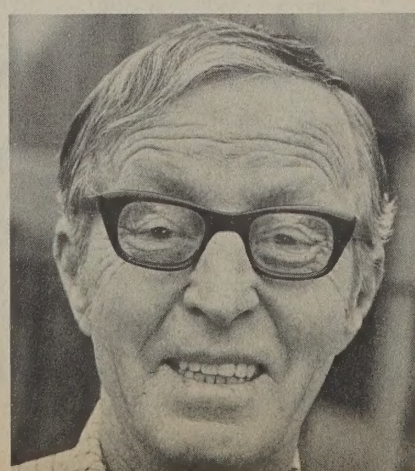


CLARENCE POWERS, HWY
Ret. 1983, HMW 4, Grants Pass

People should plan ahead. Try to get the bills paid up so you don't owe anything. Everybody has a different idea of what they want to do to keep busy. I travel and pull a few weeds now and then. Keep busy if you feel like it.

LLOYD MITCHELL, PARKS
Ret. 1981, Park Manager, Newberg

The biggest problem when you retire is finances. You need to do some pre-retirement planning so you will have enough money to do what you want. Maybe DOT could steer employees to better savings. The department could bring in a financial adviser to talk to employees. Also, a person should have hobbies because you have all kinds of time.



BEATRICE SPLICHAL, DMV
Ret. 1981, MVR 1, Springfield

Have your house in order. Get information from Social Security and PERS (Public Employees Retirement System) and find out what your income will be. Try to adjust to that income before you retire. Make sure you have good medical coverage and be as debt-free as possible. Find entertainment through agencies that offer senior citizen discounts.

People Page



Barbara Hobson



Jerry Maness



Eddie English

Employees' suggestions prove winners

The following employees were recognized for their suggestions by the Employee Suggestion Awards Board:

Alyce Jensen, clerical specialist in Salem Right of Way Section, for her suggestion to install a second pay phone in the Transportation Building lobby.

Kenneth Rountree, bridge supervisor in Milwaukie, for his suggestion that spot mirrors be installed on pickups.

John Oliver, motor vehicles representative 2 in Portland, for his suggestion to use only the first five letters of last names to complete the drivers daily report.

Carol Saunders, DMV clerical specialist in Salem, for her suggestion to eliminate completion of batch sheets for dockets cleared before the suspension effective date.

Marsha Falcone, DMV clerical specialist in Salem, for her suggestion to develop a color-coded system for labeling boxes of retention documents.

Moving up the ranks

The following employees were promoted recently:

CONGRATULATIONS

David R. Artman, Engineering Technician (ET) 1 to Highway Engineer (HE) 1, Beaverton.

Lloyd H. Cady, HE 1 to HE 2, Salem.

William E. Edmunson, ET 1 to HE 1, The Dalles.

Eddie English, Laborer to Motor Vehicles Representative 1, Portland.

Michael E. Gehring, Park Ranger 1 to Park Ranger 2, Silver Falls State Park.

Barbara Hobson, Clerical Assistant to Engineering Aide (EA), Salem.

Harold W. Jacobs, Highway Maintenance Worker (HMW) 2 to HMW 3, Salem.

Paul E. Kelley, Senior Weighmaster to Weighmaster Supervisor, Coos Bay.

Scott W. King, ET 1 to ET 2, Salem.

Jerry E. Maness, HE 2 to HE 3, Salem.

Lota A. Mitts, Clerical Assistant to Secretary, La Grande.

Janice Muck, Clerical Specialist to Administrative Assistant, Portland.

Debbie A. Pillsbury, Data Entry Operator to Clerical Specialist, Salem.

Donita Roseboro, Clerical Assistant to Clerical Specialist, Salem.

Amy Shetterly, Clerical Assistant

to Secretary, Salem.

Terry G. Snead, HMW 3 to Highway Maintenance Foreman (HMF) 1, Coos Bay.

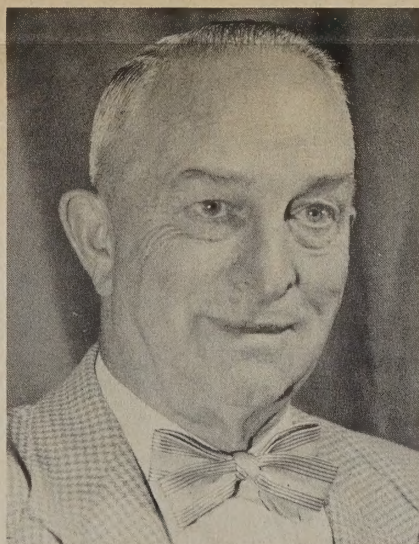
Michael S. Strouse, HMW 2 to HMW 3, Chiloquin.

Bruce D. Ward, Weighmaster to Senior Weighmaster, Bend.

Russell Wink, HMW 2 to HMW 3, Albany.

Francis B. Zimmerman, EA to ET 1, Salem.

Two long-time ODOT employees die



P. M. "Steve" Stephenson

P. M. "Steve" Stephenson, 85, former assistant state highway engineer, died Oct. 17 in Salem.

Stephenson was one of the best-liked and most-respected engineers in Highway Division history. His 46 years with the division began while he was still an engineering student at Oregon State College, now Oregon State University. His expertise was in bridges, and he became chief bridge engineer in 1955. He was assistant highway engineer from 1958 until his retirement in 1965.

As assistant state highway engineer, his expertise expanded to include the division's tourism and parks programs. He was deeply concerned about Oregon's natural resources and was dedicated to helping develop a transportation system that could also boast of its state parks, rest areas and tourist facilities.

"Steve was very supportive of the parks program," said Dave Talbot, State Parks administrator, hired by Stephenson in 1964.

"He spent a lot of time on parks, liked people with new ideas, and was always looking ahead. He had a great sense of humor and was fun to travel with. He always had a story to tell, especially about Oregon's bridges--when, why and how they were built."

After retirement, Stephenson served 11 years on the Parks Advisory Committee, thus devoting 57 years to the department.

Don English, 55, a long-time employee of the Region 5 Right of Way office, died Oct. 19. He started with the department in 1956, left in 1960 for a few years, returned in 1963 and retired in 1980. He lived in La Grande at the time of his death.

Years 5 Ago

ODOT had a record year for hiring and promoting women, according to the lead story in the November 1978 VIA.

Carl Hobson, then-personnel manager, said he couldn't "remember a better year than this one for promoting women into the higher levels." He referred to the period between September 1977 and September 1978.

For the first time, the department hired two female civil engineering technology graduates and promoted six women into engineering technician 1 jobs. The maintenance force added six women, the Parks Division hired four female park rangers, and 14 women in the department moved out of the secretary/clerical ranks.

Safe-driving awards given

Winners of the Highway Division's Safe Driving Awards for 1982-83 were announced recently.

They are: major mountain pass--Lake of the Woods, Ed Bowers, supervisor; snow region--Parkdale, Bob Schertenleib, supervisor; rural east--Arlington, Roy Martin, supervisor; rural west--Astoria, Duane Miller, supervisor; urban region--Sylvan, Dick Juden, supervisor.

Of the 82 section crews, 39 drove all of 1982-83 without a preventable accident. Four of the eight major mountain pass crews, four of 13 snow region crews and four of seven urban crews drove without a preventable accident.

The rural east crews had the best record with 19 of 29 driving without a preventable accident. Eight of the 25 rural west crews had a similar accomplishment.

Graphics to get new chief

John Davenport will take over as supervisor of the ODOT Graphics Unit the first of next year, replacing retiring Roy Priem.

Davenport, who came to the department in 1964, started out in drafting and worked his way into graphic arts.

Priem, whose retirement is effective the end of the year, started working for ODOT in 1958. He became supervisor of Graphics in 1968.

The Graphics Unit was transferred recently to Public Affairs.

The unit does graphics work for all divisions within ODOT and for many other state agencies.

Davenport encouraged people to bring their graphics work to the unit. "We have a professional staff that does quality work," he said.



John Davenport (left) and Roy Priem work together on a graphics project.

On the job with ... Dick Hawkins

By Jim Bottom

Highway Information Officer

Dick Hawkins comes to work each day on a rubber ball.

That's how Hawkins, District 9 maintenance supervisor, describes his philosophy for his Highway Division job.

Projects and problems can change daily in his district, headquartered in The Dalles. He says it's important to be prepared for almost anything when he walks into his office each morning--something he has done for 15 years.

"You have to be flexible in this job," he says. "There are certainly more pressures and long hours, but I thrive on that."

Not only does he thrive on the job pressures, but he calls his work

cover the freeway, until Hawkins helped devise a means to stabilize its movement. He and Region Engineer Dale Allen achieved that this spring. In the process, they eliminated a \$40,000 annual freeway sand-removal bill.

In a broader sense, being flexible allowed Hawkins to move up in the division, from a job on a survey crew in 1947, to supervisor of 62 full-time highway employees. His positions have taken him to almost every area of the state, including Klamath Falls, Brookings, The Dalles, Astoria, Bend, Madras, Ontario and Salem--a dozen different cities; a half-dozen different positions.

In 36 years with the Highway Division Hawkins says he's only had one job he didn't like.

'You can have a very bright colonel running the war, but don't forget that it's the guy out in the field who wins it.'

"the best job in the state Highway Division.

"You have the freedom in this job to apply your own thoughts to a great degree," he explains. "Besides, what other job would allow me to see the Columbia River through one window and Mount Hood through the other?"

Flexibility has been the key to his success, he believes. It has allowed him to effectively handle an assortment of unrelated highway maintenance problems in north central Oregon.

"You get the unexpected here," he says.

The "unexpected" includes winters where freezing rain makes the Columbia River Highway "a 100-mile skating rink in no time."

It includes a sand dune that for years continually threatened to

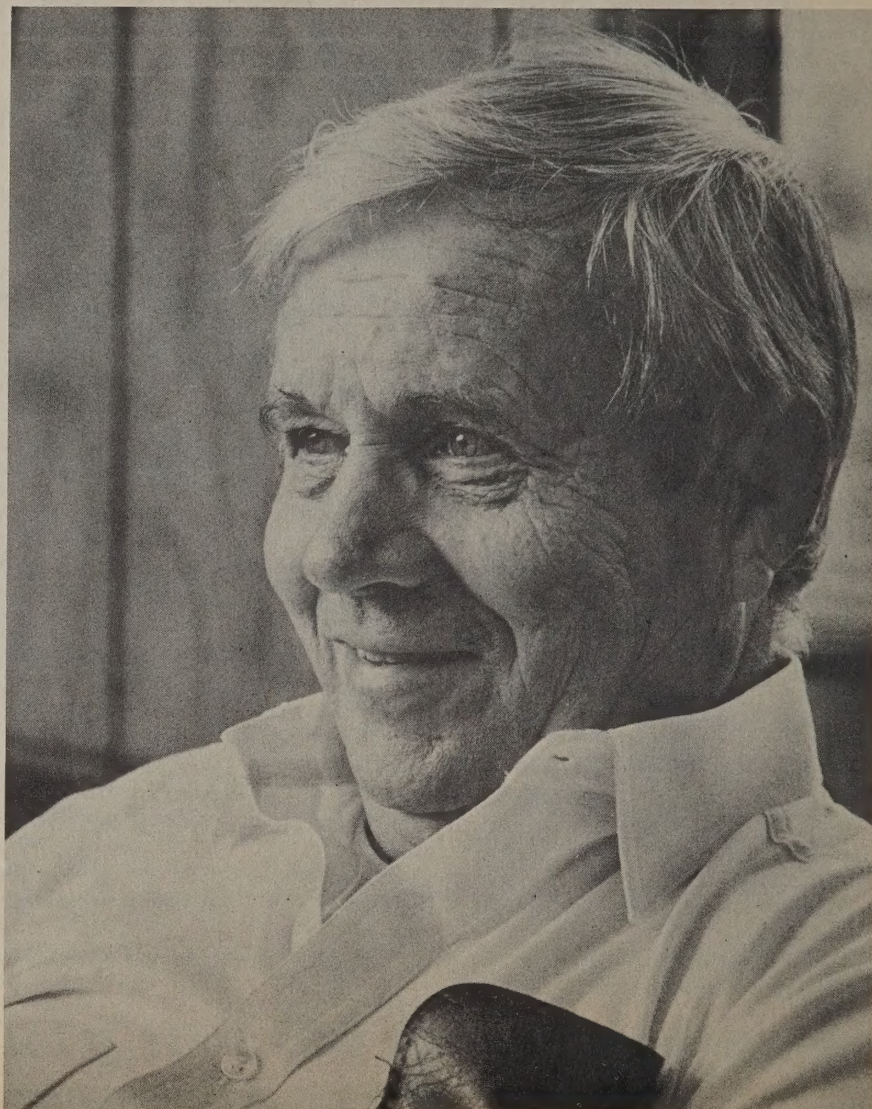
"The first winter I worked in Troutdale. Every free day I had, I looked for another job, because it was so cold," he says. "But I was so far in debt by the end of winter, I couldn't quit."

Most of his moves were promotional, with, perhaps, the exception of a 16-month position with the U.S. Air Force during the Korean War, shortly after beginning with the Highway Division. During that time, Hawkins learned to cook.

"Now I cook every turkey we've ever had for Thanksgiving," he claims.

Promotions and moves in the division were hectic, he admits. Nonetheless, he and his family--his wife, Virginia, and two daughters--enjoyed living in different Oregon cities.

"Everytime we'd move, we'd



make an adventure out of it," he says. "Each time I went to a new town, we'd look at the countryside."

He continues that tradition today, claiming his lunch often consists of "a Diet Seven-Up and a drive through the district." But Hawkins watches more than the scenery he finds along the 600 miles of state roads his crews maintain.

He also looks out for his employees.

"I get out to see them as often as I can," he says. "Field supervisors are the mainstay of the department. I could walk away from the district, and any one of them could take care of it, just as if I were there."

Hawkins seems to use to temper the seriousness of his work. That humor--and perhaps a bit of self-confidence--got the 61-year-old supervisor through two open-heart surgeries, the second just a year ago.

The operations left him undaunted in spirit, humor or health. They did, however, leave him with "two inches less than a 9-foot scar."

"And that's not bad for a 5-foot, 7-inch man," he jokes. "But from a personal standpoint, I want to be as healthy as I can, for as long as I can."

Hawkins will retire in a year. He's proud to be "one of those who

'When I do leave, I'll leave the district roadways in far better condition than when I came, and I'm proud of that.'

"They're very dedicated," he adds. "The state of Oregon is very lucky to have them. You can have a very bright colonel running the war, but don't forget that it's the guy out in the field who wins it."

Of his many achievements as a Highway Division employee, he rates most highly those things he has been able to do for district workers. An example is his efforts to put in vehicle grease pits in six of seven district maintenance stations to keep workers from having to work on the floor to maintain equipment.

"They'll probably fire me," Hawkins quips, "but I robbed Peter to pay Paul to do that. However, we have to make conditions good for our people if we expect them to do the job."

Off-handed humor is an asset

came up through the ranks. You didn't watch the clock," he notes. "If you did, you'd miss a rung in the ladder." He plans to remain in The Dalles, where he and his wife have built their dream retirement home.

He believes the department has made changes in management style, techniques and policies--all positive. Using computers is a modernization he says he's been "screaming about for years, so we can get away from all the paper shuffling."

"Anyone would be a fool to say they wouldn't miss working for the department after they retire," he says. "There are a lot of things I'm proud to be a part of."

"When I do leave, I'll leave the district roadways in far better condition than when I came here, and I'm proud of that."

Retiree News

Lloyd Fournier, 1537 Grand Ave., Medford 97504. Ret. HWY 1975.

Lloyd says the really nice thing about retiring after 23 years with the Highway Division, is "not having to listen for the alarm clock anymore."

He and his wife have been traveling a lot, some by air, but mostly by R.V. trailer. He says they meet people from all over and many are turned off by the extra charge for out-of-staters who camp in Oregon state parks.

Now that the park rates have gone up, and it costs \$1 extra for his little dog, he says he chooses to use federal and county parks, "even though the state parks are some of the best in the country."

He says they also stay away from Idaho parks. "When they see an Oregon license, they up the price. I

guess Oregon parks is a nasty word with out-of-state people.

"We tried to grow a garden, but having to stay home and water it interfered with our travels, so we had to give it up."

All in all, he says "being retired is a good life."

□ □ □

ODOT will host the second annual Christmas party for both new and veteran retirees Dec. 9. It will be from 2 p.m. to 4 p.m. in the Transportation Building conference room and administrative offices.

"We want to recognize employees retiring this year and those of previous years," said Fred Miller, director.

Last year's party drew more than 300 retirees, some from as far away as Medford, La Grande and Astoria.

A certificate will be presented to the contest winner at the tree trimming, scheduled during the lunch hour in the Transportation Building lobby.

The Transtooters will entertain.

Christmas party, contest set

The annual Christmas tree trimming will be Dec. 9. Employees wishing to enter a handmade ornament in the contest must turn entries in to Florence Neavoll in the director's office by Dec. 8.